

Behaviour for Learning Lead



RECRUITMENT PACK



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Proud member of Impact Education Multi Academy Trust



Our Academy

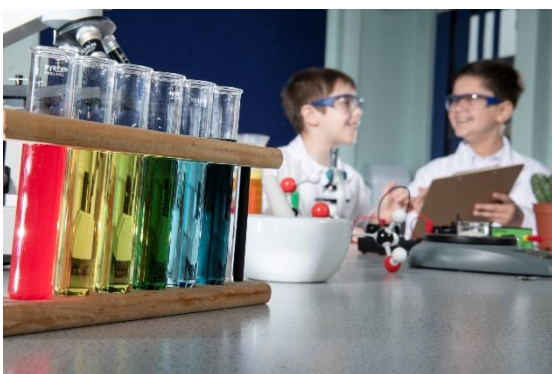


It is with great pleasure that I welcome you, on behalf of the children, staff and governors, to The Whitley AP Academy. We are an Alternative Provision Academy serving the Calderdale area and we are based in Illingworth, Halifax.

We are commissioned by Calderdale Council to provide ninety-six places for young people across Key Stages 2, 3 and 4; eighty places are for Day 6 provision, the remaining sixteen are for pupils with EHCPs. The Academy is part of Impact Education Multi-Academy Trust, a Trust dedicated to improving the life chances of children and young people.

Our vision is for The Whitley AP Academy to be a school that works hard to develop confidence, a love of learning, resilience and kindness in our pupils. We have high expectations, which support the individual needs of all of our pupils, whilst placing an emphasis on positive attitudes to learning, building effective relationships and developing a strong moral compass.

Phillip Hannah
Headteacher



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Job Description

Post:	Behaviour for Learning (BfL) Lead
Overview:	The primary focus of the role is to support Behaviour for Learning (BfL) Manager in the management of the Academy's Behaviour for Learning system, providing daily support to pupils and colleagues in managing behaviour. To support teachers and associate staff to ensure the behaviour system is adhered to both in and out of lessons, under the direction of the BfL Manager. The post holder will also be expected to run our in-house 'Alternative to Suspension' provision on a rota basis.
Scale:	Scale 6 / SO1 (SCP 18 – 25)
Actual Salary:	£27,655 - £32,167
Contract Terms:	Permanent, Term Time Plus 5 days, 37 hours per week
Responsible to:	Behaviour for Learning Manager / Assistant Headteachers
Closing Date:	Friday 26 th June 2026 at 12:00
Interview Date:	Week commencing Monday 6 th July 2026

Key Duties and Responsibilities

- To encourage high levels of expectations in pupils with colleagues in the Academy.
- To promote positive behaviour management by modelling strategies which support the improvement of behaviour in the Academy.
- To be a visible presence around the Academy, to ensure that appropriate pupil behaviour is maintained both in and out of lessons; to monitor the corridors daily; to monitor pupil behaviour at break and lunchtime as required around Academy.
- To lead the day-to-day management of the 'Refocus / Removal' system and detention system; to monitor patterns of pupil behaviour.
- To be part of the team which staff / run the 'Alternative to Suspension' provision in the Academy, ensuring that it meets the needs of pupils and is restorative by nature.
- To attend regular meetings with the pastoral team and exchange information about pupils.
- Under the direction of the BfL Manager, be responsible for the maintenance of specific documents relating to all facets of behaviour for learning, this includes – but is not limited to, Pupil Passports, Behaviour Management Plans, Risk Assessments, and Reduced Hours Forms.
- To liaise with parents / carers in relation to the Behaviour for Learning system and policy; to be responsible for discussing sensitive issues with parents / carers as regards Behaviour, uniform, etc.
- To maintain regular contact with parents / carers of pupils needing extra support, to keep informed of their child's needs and progress and to secure positive family support and involvement.



- To maintain effective records of interventions with pupils, meetings with parents / carers and external agencies.
- To line manage a team of the Academy's Behaviour for Learning (BfL) Mentors and lead their performance management.
- To liaise with the BfL Mentors regarding specific pupils, discussing behaviour and share information as appropriate.
- To ensure that you take care of your own health and wellbeing, and that of your colleagues in-line with the Academy's Health and Safety policy.
- To promote the provision of extra-curricular activities for pupils.
- To play a full part in the life of the Academy community, supporting its distinctive mission and ethos, actively promoting its policies and practices.
- To undertake any other duties as may reasonably be required by your Line Manager.

Please note that this is illustrative of the general nature and level or responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out, which would be determined by the Line Manager or Senior Leaders.

Impact Education Multi Academy Trust is committed to safeguarding staff and students and expects all employees and volunteers to share this commitment. All posts are subject to an enhanced Disclosing and Barring Service DBS check. All interviews will include a question about Safeguarding and any anomalies identified in pre-recruitment checks will be discussed at interview.

Person Specification

	Criteria – Essential (E) / Desirable (D)	How Identified
Experience	<p>Experience of working with Primary / Secondary aged pupils with special needs including emotional and behavioural difficulties. (E)</p> <p>Experience of leading a pastoral team. (D)</p> <p>Experience of working with parents, schools and support agencies. (E)</p> <p>Experience of implementing effective strategies to promote positive behaviour. (D)</p> <p>Experience of modelling good behaviour management techniques. (E)</p>	<p>Application Form</p> <p>References</p> <p>Interview</p>
Knowledge & Skills	<p>High expectations which motivate and challenge pupils. (E)</p> <p>Behaviour management skills to support the Academy's culture. (E)</p> <p>Ability to cope with the requirements of the post, which will include working with pupils who have emotional / behavioural / physical difficulties. (E)</p> <p>Ability to relate to children / young people from diverse social backgrounds. (E)</p> <p>Ability to effectively communicate verbally with children / young people, parents / carers and staff in the Academy. (E)</p> <p>Exercising advisory, guiding, negotiating and persuasive skills. (E)</p> <p>An understanding of the issues relating to pupils who have additional learning needs, more able and special educational needs. (D)</p> <p>Written communication skills in order to produce reports and update records. (D)</p> <p>Ability to work on own initiative and as part of a team. (E)</p> <p>Ability to support members of staff. (D)</p> <p>Ability to remain calm under pressure. (E)</p> <p>Demonstrate good co-operative, interpersonal and effective listening skills. (E)</p>	<p>Application Form</p> <p>References</p> <p>Interview</p>

	<p>Maintain confidentiality in matters relating to the Academy, its pupils, parents or carers; and an awareness of safeguarding issues. (E)</p> <p>Willingness to lead staff training session on aspects related to the role. (D)</p> <p>Awareness of child development. (D)</p> <p>Good communication skills. (E)</p> <p>Good ICT skills, including the use of Microsoft Office, SIMS and CPOMS. (D)</p>	
Qualifications / Training	<p>GCSE English and Maths or equivalent e.g., Adult Literacy / Numeracy at Level 1. (E)</p> <p>Other relevant qualifications relating to the post e.g., Level 2 NVQ in Health / Childcare, first aid qualification. (D)</p> <p>Evidence of further training / development and / or willingness to participate in further training and development opportunities e.g., Team Teach, Moving & Handling, Special Educational Needs. (D)</p> <p>A full driving licence. (E)</p>	Application Form



Impact Education Multi Academy Trust

A Department for Education (DFE) approved academy sponsor based in West Yorkshire. Founded in 2016, Impact Education Multi Academy Trust consists of eleven academies including primary, secondary, all-through and alternative provision sectors across Calderdale and Kirklees.

CEO Welcome

I am proud to welcome you to **Impact Education**. We are a diverse family of Primary, Secondary, Alternative Provision and All-Through Academies, serving young people and their communities in Calderdale and Kirklees, West Yorkshire.

Our **vision** is to be a Trust **where hearts and minds connect**; values-driven partners who work collaboratively to provide a high-quality whole education that impacts positively on our young people. We are on a **mission** to improve their life chances, challenging social disadvantage and championing inclusion. We believe in student agency and equipping our young people with the knowledge, skills and qualities to be successful in learning, life and work.

Our **people** are empowered to create, explore, share and learn from each other and the wider system. They have access to high quality continued professional development and learning. We work hard, but not at the expense of wellbeing, and we want all our people to feel valued, respected and happy in their work.

Our **values** of Heart, Mind and Connect underpin everything we do, and our **core principles** articulate how we will live these out.

If you are interested in learning more about our Trust, please make contact, there is so much to share.

Best Wishes,

Mick Kay
Chief Executive Officer



Benefits of Joining

All colleagues receive a planned induction to ensure the best start possible. We are also very proud of the professional learning opportunities across our Trust which are part of our Canopy offering. Canopy means professional learning for everybody across Impact trust – whatever your school, whatever your role and whatever your interest. A place which inspires us all to grow and develop and pushes us all to be our professional best. These opportunities vary from ITT Training, NPQ's, HLTA, SEND TA , Wellbeing Champion Apprenticeships and many more. Early Career teachers are supported through a range of networks and have access to fully trained mentors and coaching opportunities.

You will also have opportunities to develop your skills and knowledge by working across the Trust on school improvement workstreams.

Colleague Voice and wellbeing is really important to us. Colleagues new to the Trust will be able to access a range of benefits outlined below. We also complete an annual Trust listening survey and our Colleague Ambassadors support the development of action plans to help us work towards our goal of being a Great Place to Work.

- Cycle to Work Scheme
- Employee Assistant Programme (Including health & wellbeing portal & App)
- Face-to-face or telephone counselling (also available for immediate family members)
- Online Cognitive Behaviour Therapy (CBT) (also available for immediate family members)

We listen to our colleagues and measure the health of our culture through our partnership with The Happiness Index. We use their employee engagement and happiness platform to gather feedback anonymously and help drive a happier, healthier and higher-performing organisation.



For further information about Impact Education MAT, please visit our website <https://i-mat.org.uk>



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